

# MICHAEL D. CERNOSEK C.V. Mediator – Tampa, Florida

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Michael.Cernosek@altcourt.net

## PROFESSIONAL SUMMARY

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Experienced mediator bringing an innovative approach to conflict resolution management and creating a participant-driven environment that fosters room for relaxed, yet professional negotiations and amicable settlements.

## SKILLS

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- Dispute resolution
- Meeting facilitation
- Active listening
- Business mediation
- Private mediation
- Preparation of settlements
- Knowledgeable in FMLA/ADA/EEO/WC
- Arbitration presentation
- Post arbitration brief writing
- Proficient at working within time frames

## HISTORY

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County Court Mediator - July 2014 to current

County Court Mediator Sixth Judicial District of Florida

St. Petersburg/Clearwater and New Port Ritchey, Florida

- Mediate county as well as small claims court pre-trial disputes
- Interact with judges
- Prepare settlements
- Write stipulations
- Facilitate mediations dealing with issues such as landlord/tenant, home repair, financial disputes, and labor issues
- Facilitated over 200 county and small claims court mediations in a two and a half year period

District 1 Representative - Elected position January 2001 to May 2013

Southwest Airlines/Transport Workers Union Local 555 – Dallas, Texas and Tampa, Florida

(held this position while being given union business leave from Southwest Airlines)

- Employee and labor relations
- Represented over 1100 Southwest Airlines ramp, operations, provisioning, and cargo employees that worked at Southwest Stations in the eastern United States
- Achieved over 700 settlements that were beneficial to both employee and company
- Handled employee grievances from the step 2 level, up to and including arbitration
- Prepared and presented arbitrations including writing and filing the post-hearing brief
- Made station visits to the 11 stations in the district and conducted meetings answering concerns from the employees to aid in motivation and morale
- Held regular training sessions at the stations regarding any new procedures being instituted by Southwest Airlines
- Educated and advised employees on group health plans, voluntary benefits, and 401(k) retirement plans

- Worked within time frames on grievance issues
- Involved in preparing 12 annual budgets
- Attended annual conferences presented by the Labor Law and Arbitration Group - 2002 to 2011

Regional Health and Safety Advisor - June 1998 to January 2001

Southwest Airlines/ Transport Workers Union Local 555 – Dallas, Texas and Tampa, Florida

- Employee relations
- Instrumental in obtaining a lightning protection system for ramp area of Southwest Airlines at the Tampa, Florida Station in 1996
- Made station health and safety visits to Southwest stations from the midwestern United States to the eastern seaboard to make inspections of equipment and facilities
- Held station safety meetings
- Received OSHA and NIOSH training
- Achieved certification as an OSHA outreach trainer 2003 to 2009

Ground Operations Agent -March 1981 to May 2013

Southwest Airlines – Dallas, Texas and Tampa, Florida

- Loaded and off-loaded baggage, cargo, and company material on Boeing 737 aircraft
- Performed aircraft "walk around" inspection
- Towed aircraft to different areas of terminal or gate
- Pushed back aircraft from the gate
- Delivered baggage and cargo to the gate for loading
- Performed services to aircraft such as drain and fill potable water, air start from ground power unit, and drain and fill lavatory
- Operated ground equipment
- Directed aircraft into gate
- Ground communications with flight crew during pushback operations

## **CERTIFICATIONS**

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- Florida Supreme Court Certified County Court Mediator 2014
- OSHA - Outreach Trainer Certification: 2003 - Texas A&M Extension, Mesquite, Texas
- Labor Law & Arbitration Certificates 2001 thru 2011 - Labor Law & Arbitration Group, Minneapolis, MN

## **EDUCATION**

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Bachelor of Arts: Psychology, Current (2018)

University of Texas of the Permian Basin - Senior - Midland-Odessa, Texas

- Minor in History

Associate of Applied Science: 1985

Mountain View College - Dallas, Texas

- Liberal Arts and Sciences with emphasis in Aeronautical Science

